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# CODE OF CONDUCT

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**“At Calyxia, we comply strictly with the International Bill of Human Rights.”**

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**“We are proud that we positively blend honesty, social and environmental ethics into all our activities.”**

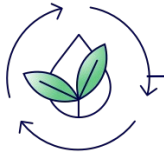


## PEOPLE

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# Our values and our open corporate culture unite, inspire and guide our diverse team.

- We build a creative environment for real talent and daring ideas to flourish. We are passionate about winning and over achievement. We act with openness, trust, kindness and simplicity.
- We develop our people through empowerment, teamwork, and training.
- We act with full respect for the individuals, Labour Laws and Social standards.
- We give to each employee equal opportunities and we do not discriminate in any way.
- We have permanently in mind to have a frank and open dialogue with all employees.
- We fully protect personal data, from our employees as well as any of our stakeholders.
- We always act having in mind to provide Health, Safety and Security at the workplace, and all our premises.



## Environment

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# For the sake of our Planet, Environment is the area of importance to us, our families and our stakeholders.

- Environmental protection is our core value. We have it in mind at any time, we strive to take every action that could minimise our environmental footprint. We encourage all our stakeholders to act and think the same.
- Calyxia ensures that the appropriate culture and behaviour is shared and lived by all our employees.
- We take care that management processes, resources and employee engagement are in place to continuously improve our environmental performance.
- Calyxia works actively towards minimizing its environmental footprint.
- We aim at achieving zero-waste to landfill and contribute to the circular economy.
- We are proud to go Beyond Chemistry to build a Green and Advanced World.
- We have a simple but clear purpose, to enable the creation of a new world of formulated products with fewer ingredients, lower environmental impact and expanded performance capabilities.
- Calyxia products meet objectives of the UN's sustainable development goals.



## Integrity

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# At Calyxia, we are proud to conduct our business with the highest ethical and compliant standards.

- Calyxia is very sensitive at avoiding conflict of interest. We always act in the best interests of Calyxia and, wherever possible, avoid situations in which our personal interests could conflict with those of Calyxia.
- Intellectual Property is an essential asset of Calyxia. We aim at protecting this know-how, while conducting partnerships to create value for us and our customers. We strictly follow Calyxia Confidentiality Policy to manage confidential information to be entrusted by our partners.
- We fully respect the law, the regulations and our internal policies and guidelines.
- To avoid corruption, gifts, and money laundering, we all strictly follow our Travel expenses policy.
- We honour our commitments, are loyal and fair and stand up for what is right.



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